



2011

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL AGRICULTURE MONITORING REPORT

COMPANY: Syngenta AG

COUNTRY: India

PROVINCE: Gujarat

MONITOR: Glocal Research & Consultancy Services

AUDIT DATE: August 27 – 31, 2011

PRODUCTS: Okra Seeds

NUMBER OF WORKERS: 76

NUMBER OF WORKERS INTERVIEWED: 38

NUMBER OF FARMS VISITED: 30

TOTAL AREA COVERED IN AUDIT: 7.5 Acres

PROCESSES: Weeding, Hybridization

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Wages, Benefits and Overtime Compensation: General Compliance Wages, Benefits and Overtime Compensation

WBOT.1 Growers shall comply with all local laws, regulations and procedures concerning payment of wages and benefits, including overtime compensation. In any case where laws and the FLA Workplace Code of Conduct are contradictory, the standard providing the greatest protection for workers shall apply. Where provisions are lacking, growers shall take measures to reasonably accommodate matters concerning payments of wages and benefits, including overtime compensation.

Noncompliance

Explanation: The procedures and regulations concerning wages and benefits as per the local law are not followed. Both workers and growers are not aware of the local law.

Sources: worker and grower interviews

Legal Reference: The Minimum Wages Act 1948

Plan Of Action:

During the local level stakeholder consultation, it was noted that a) in a few villages workers are paid above legal minimum wages and b) other benefits like food, tea and transport are not being taken into account. Hence, it was suggested by the group to create improved monitoring of wages. Syngenta will create awareness about minimum wages among growers and workers during preseason meetings. Syngenta to supply growers with information on local minimum wages by distributing their Grower Documentation Kit (GDK) in training.

Syngenta's Grower Documentation Kit has been sent to the FLA for review and includes the following:

1. Syngenta's Code of Conduct (COC)
2. Social Compliance Contract: lists items found in Syngenta's COC and asks for growers to sign the contract acknowledging that if they "fail to comply with the above elements of the "Syngenta Social Compliance policy," company [Syngenta] has every right to dismiss my seed production agreement."
3. Health and Safety Aspects for Workers and Growers: lists Do's and Don'ts, covering items such as: hiring trained workers, personal protection equipment (PPE), first aid, chemical style/use, safe disposal of chemical containers, drinking water, and safe machinery use.
4. Examples of documentation needed whenever training is given (certificates earned, attendance sheets).



5. Local Laws for the Agriculture Sector: Notification that local law books related to the agricultural sector are maintained at local IMS (monitoring) centers.

6. Minimum Wages Applicable for the Region: documentation on the local minimum wage for each worker position applicable in the agriculture sector.

7. Grievance Procedure: Notification of Syngenta's "confidential grievance procedure," listing various channels growers have a choice of adopting for workers to contact Syngenta directly. Notification that growers must keep documentation when a grievance has been received regarding the grievance itself, the investigation, and any disciplinary action taken.

8. Age-Proof Documentation: Notification of what age-proof documents growers must keep at their fields on each worker (school-leaving certificate, birth certificate, ration card, doctor's certificate and/or local government birth records).

Deadline October 2012
Date:

Action
Taken:

Plan
Complete:

Plan
Complete
Date:

Wages, Benefits and Overtime Compensation: Minimum Wage

WBOT.2 Growers shall pay workers the legal minimum wage or the prevailing regional wage, whichever is higher.

Noncompliance

Explanation: Wages paid for certain operations are below the legal minimum wages. The minimum daily wage prescribed for agricultural labor as per local law is Rs 120. For example, for operations like transplantation, weeding, cross pollination and harvesting (which are carried out mostly by women), workers are paid between Rs 70 – 100, which is less than the legal minimum wage.

Sources: farm visits; record review; worker and grower interviews

Legal Reference: The Minimum Wages Act 1948

Plan Of Action: During the local stakeholder consultation, it was noted that both growers and workers did not have awareness on minimum wages. Hence, the group recommended providing awareness about minimum wages. Syngenta will create awareness about minimum wages among growers and workers during preseason meetings. Syngenta to supply growers with information on local minimum wages by distributing their GDK in training. (For a full list of GDK contents, see WBOT.1.)

Deadline Date: October 2012

Action Taken:

Plan Complete:

Plan Complete Date:

Wages, Benefits and Overtime Compensation: Worker Wage Awareness

WBOT.6 Growers/Organizers/Company shall make an effort to educate workers so that terms of employment, wages, benefits and deductions shall be clearly understood and acceptable by workers.

Noncompliance

Explanation: Workers are not aware of their legally entitled wages and benefits, the grower or company has not made attempts.

Sources: worker and grower interviews

Plan Of Action: During the local stakeholder consultation, it was noted that both growers and workers did not have awareness on minimum wages. The participants learnt from experts and panchayat representatives, that minimum wages applicable from April 1, 2012, would be Rs 155. Hence, the group recommended providing awareness about minimum wage. Syngenta will create awareness about minimum wage among growers and workers during preseason meetings. Syngenta to supply growers with information on local minimum wages by distributing GDK in training. (For a full list of GDK contents, see WBOT.1.)

Deadline Date: October 2012

Action Taken:

Plan Complete:

Plan Complete Date:

Wages, Benefits and Overtime Compensation: Record Maintenance

WBOT.7 Company shall make efforts to educate and assist growers in maintaining records of wages provided to the worker in cash or in-kind or both; these records shall be acknowledged by the worker.

Noncompliance

Explanation: Most growers are not maintaining any wage records.

Sources: worker and grower interviews

Plan Of Action: During the local stakeholder consultation, it was noted that for operations like sowing, weeding and fertilizer application, workers are paid below actual minimum wage. But, when explored further, the number of hours spent for these operations (2 – 4 hours, with a maximum of 5) are relatively low. Hence, the group agreed to record hours of work for each operation to monitor both hours of work and wages and benefits for all cultivation practices. Syngenta to supply growers with information on local minimum wages and documentation by distributing their GDK in training. (For a full list of GDK contents, see WBOT.1.)

Deadline Date: October 2012

Action Taken:

Plan Complete:

Plan Complete Date:

Forced Labor: Employment Terms/Voluntary Agreement

F.3 Employment terms shall be those to which the worker has voluntarily agreed, in as far as those terms do not fall below provisions of local laws, freely negotiated and valid collective bargaining agreements, or the FLA Workplace Code of Conduct.

Noncompliance

Explanation: 2 out of the 30 farms visited employed workers on a seasonal contract basis by paying each of them advance amounts of Rs 1000 – 2000. Prevailing market wage rates constitute the basis for the terms of the verbal agreement between growers and seasonal workers, who take advances out against their wage payments. Though workers enter these agreements voluntarily, prevailing wage rates for most agricultural operations are below legal minimum wage in this region. Both growers and workers are not aware of the legal minimum wages.

Sources: record review; worker and grower interviews

Legal Reference: The Minimum Wages Act 1948

Plan Of Action:

1. Syngenta will conduct a study to assess the prevailing conditions for annual farm workers in the region.
2. Syngenta would identify the total number of growers employing annual farm workers.
3. The growers concerned will be consulted with the outcome of the study to draw the remediation plan.
4. On a pilot basis, growers will be supported with a documentation kit, which will have employment contracts. Growers will be made responsible for engaging workers with written contracts.

Deadline Date: October 2012

Action Taken:

Plan Complete:

Plan
Complete
Date:

Harassment or Abuse: Discipline/Fair and Non-Discriminatory Application

H&A.2 Growers will follow disciplinary practices that are fair and clearly understood by workers. Growers will take necessary steps to ensure that the farm's disciplinary procedure is clearly understood by the workers.

Noncompliance

Explanation: Company has not communicated any written disciplinary policy and procedures to growers.

Sources: worker and grower interviews

Plan Of Action: Formal disciplinary policy and procedure will be in place and will be communicated to growers. Syngenta to supply growers with information on the grievance policy by distributing their GDK in training. (For a full list of GDK contents, see WBOT.1 Plan of Action.)

Deadline Date: October 2012

Action Taken:

Plan Complete:

Plan Complete Date:

Harassment or Abuse: Grievance Procedure

H&A.12 Company shall have in place grievance procedures that first allow an attempt to settle grievances directly between the worker and the grower; however, where this is inappropriate or has failed, it should be possible for the worker to have the grievance considered at one or more steps, depending on the grievance's nature and the enterprise's structure and size. Company shall ensure that workers know the grievance procedures and applicable rules.

Noncompliance

Explanation: There is no proper grievance policy and procedures in place.

Sources: worker and grower interviews

Plan Of Action: Syngenta to supply growers with information on the grievance policy by distributing their GDK in training. (For a full list of GDK contents, see WBOT.1 Plan of Action.)

Deadline Date: October 2012

Action Taken:

Plan Complete:

Plan Complete Date:

Child Labor: General Child Labor

CL.2 Growers shall comply with all rules and regulations complying with child labor.

Uncorroborated Evidence of Noncompliance

Explanation: On 1 farm, a girl around 13 years old was found weeding on her family farm during the school holiday. Information collected from school indicated that she has irregularly been to school for 15 days, and that she was been doing farm work. On other farms visited, the use of children, particularly family children, during the peak cross-pollination activity cannot be ruled out. Some farmers admit that due to the scarcity of labor, their own children work on their farms for a few days during peak pollination activity. Interviews with local schoolteachers also indicate that some children miss school during peak cross-pollination activity. This could not be verified as the audit was conducted during the lean season.

Sources: record review; visual inspection; worker and grower interviews

Plan Of Action:

1. Special emphasis on child labor COC will be given during the preseason campaigns and a stringent monitoring mechanism will be put in place.
2. Syngenta to supply growers with information on child labor by distributing their GDK in training. (For a full list of GDK contents, see WBOT.1.)

Deadline Date: October 2012

Action Taken:

Plan Complete:

Plan Complete Date:

Child Labor: Proof of Age Documentation

CL.3 In cases where proof of age documentation is not readily available or is unreliable, growers will take precautions to ensure all workers are at least the minimum working age, including using medical, religious or school records or other means considered reliable in the local context.

Noncompliance

Explanation: None of the farms visited maintained any age proof verification documents for young workers.

Sources: grower interviews, record review

Plan Of Action: As noted in the GDK, Syngenta will share notification of what age-proof documents growers must keep at their fields on each worker (school-leaving certificate, birth certificate, ration card, doctor's certificate and/or local government birth records) with growers in training. (For a full list of GDK contents, see WBOT.1.) Syngenta will also ensure that a parent has to collect the age-proof documents from schools, birth certificates from village panchayats, and certificates from doctors for young workers.

Deadline Date: October 2012

Action Taken:

Plan Complete:

Plan Complete Date:

Child Labor: Other Means of Age Verification

CL.4 Growers shall abide by all the relevant rules and procedures where the law requires government permits or permission from parents as a condition of employment.

Noncompliance

Explanation: For age verification, school and medical records are also considered reliable, but most farms have not maintained any of these records.

Sources: grower interviews, record review

Plan Of Action: It was recommended during the local stakeholder consultation that a committee involving company, school, NGOs and growers should be formed. This committee will help verify the age of young-looking children. It will conduct periodic meetings to review and plan in the future. Along with this committee, Syngenta will supply growers information on what age-proof documents growers must keep at their fields for each worker (school-leaving certificate, birth certificate, ration card, doctor's certificate and/or local government birth records) with their GDK and in training. (For a full list of GDK contents, please see WBOT.1.) Syngenta will also ensure that a parent has to collect the age-proof documents from schools, birth certificates from village panchayats, and certificates from doctors for young workers.

Deadline Date: October 2012

Action Taken:

Plan Complete:

Plan Complete Date:

Child Labor: Education of Young Workers

CL.8 The grower will ensure that children (all children, including those residing on the farm) will not have access to areas such as those of machine/electric operation, pesticide/fertilizer application, storage, or other areas where there are activities that could cause harm to children.

Noncompliance

Explanation: None of the 4 young workers (15 – 18 years old) interviewed are attending school/college. The nature of work demands minimum 8 – 9 hours a day, making it difficult to attend both school and work simultaneously.

Plan Of Action: Syngenta will inform the growers and workers on the importance of education for young workers during preseason meetings. However, they will be also educated that young workers are not to be employed for hazardous processes like, spraying and handling of chemicals and machinery, etc. Syngenta will consult the local NGOs and CSOs to address this issue in the long run. Syngenta's GDK contains information on young workers and will be explained and passed out to growers in training. (For a full list of GDK contents, please see WBOT.1.)

Deadline Date: October 2012

Action Taken:

Plan Complete:

Plan Complete Date:

Non-Discrimination: General Compliance Non-Discrimination

D.1 All employment decisions shall be made solely on the basis of a person's qualifications, in terms of education, training, experience, demonstrated skills and/or abilities, as they relate to the inherent requirements of a particular job.

Noncompliance

Explanation: The procedures and regulations concerning nondiscrimination of workers in wage payments and work allocation as per the local law are not followed.

Sources: worker and grower interviews

Legal References: The Equal Remuneration Act 1976, The Minimum Wages Act 1948

Plan Of Action: It was agreed by growers during the local stakeholder consultation that both men and women get paid equal pay for equal work and that men are not willing to do low-paying jobs like cross pollination. However, Syngenta will develop a chart depicting the tasks done by men and women with wages during the awareness meetings. Equal pay for equal work (Equal Remuneration Act 1976) will be emphasised during these meetings. During training, the GDK, which includes information about equal payment of wages, will be passed out and explained to growers. (For a full list of GDK contents, please see WBOT.1.)

Deadline Date: October 2012

Action Taken:

Plan Complete:

Plan Complete Date:

Non-Discrimination: Employment Decisions

D.2 There shall be no differences in remuneration between male and female workers for work of equal value. Remuneration (wages, compensation) includes basic minimum or prevailing industry wage, along with any additional payments to be made directly or indirectly, whether in cash or in kind, by the grower to the worker arising out of the worker's employment. Such additional payments include wage differentials or increments based on seniority or marital status; cost of living allowances; housing or residential allowances; family allowances; benefits in-kind, such as the allotment and cleaning of work clothes or the provision of fire wood, spices, raw material for food, equipment; and other benefits.

Noncompliance

Explanation: Gender discrimination in wages and work allocation was widely prevalent on all farms visited. Division of labor along gender lines and differential wages for male and female workers are common practices in this region and were observed in all crops.

Sources: worker and grower interviews

Plan Of Action: It was agreed by growers during the local stakeholder consultation that both men and women get paid equal pay for equal work and that men are not willing to do low-paying jobs like cross pollination. However, Syngenta will develop a chart depicting the tasks done by men and women with wages during the awareness meetings. Equal pay for equal work (Equal Remuneration Act 1976) will be emphasised during these meetings. During training, the GDK, which includes information about equal payment of wages, will be passed out and explained to growers. (For a full list of GDK contents, please see WBOT.1.)

Deadline Date:

Action Taken:

Plan Complete:

Plan Complete Date:

Non-Discrimination: Sex-Based Wage Discrimination

D.3 Growers shall not discriminate on the basis of marital status. Growers shall not threaten female workers with dismissal or any other employment decision negatively affecting their employment status, in order to prevent them from becoming pregnant or getting married.

Noncompliance

Explanation: Gender discrimination in wages and work allocation was widely prevalent on all farms visited. Division of labor along gender lines and differential wages for male and female workers are common practices in this region and were observed in all crops.

Sources: worker and grower interviews

Legal References: The Equal Remuneration Act 1976, The Minimum Wages Act 1948

Plan Of Action: It was agreed by growers during the local stakeholder consultation that both men and women get paid equal pay for equal work and that men are not willing to do low-paying jobs like cross pollination. However, Syngenta will develop a chart depicting the tasks done by men and women with wages during the awareness meetings. Equal pay for equal work (Equal Remuneration Act 1976) will be emphasised in these meetings. During training, the GDK, which includes information on equal payment of wages, will be passed out and explained to growers. (For a full list of GDK contents, please see WBOT.1.)

Deadline Date: October 2012

Action Taken:

Plan Complete:

Plan Complete Date:

Code Awareness:

GEN. 2 Ensure that all company growers, as well as seed organizers, inform their workers about the workplace standards orally and through the posting of standards in a prominent place (in the local languages spoken by workers) and undertake other efforts to educate workers about the standards on a regular basis.

Noncompliance

Explanation: Company or growers have not informed workers about the workplace standards.

Sources: farm visits; record review; grower, worker and management interviews

Plan Of Action: During the preseason meetings, growers and laborers will be educated about the company workplace standards. Growers are to ensure to bring at least 1 worker representative to the preseason meeting. Code of conduct will be communicated through wall paintings in villages with high rates of illiteracy. For growers with a higher degree of literacy, the GDK contains Syngenta's COC. (For a full list of GDK contents, see WBOT.1.)

Deadline Date: October 2012

Action Taken:

Plan Complete:

Plan Complete Date:

Code Awareness: Other (Company Internal Grievance Policy and Procedures)

Other

Noncompliance

Explanation: Internal grievance policy and procedures are not in place. There is some mechanism to address growers' grievances, but there is no means by which workers can report their grievances directly to the company.

Sources: record review; worker and grower interviews

Plan Of Action: Syngenta to supply growers with information on the grievance policy by distributing their GDK in training. (For a full list of GDK contents, see WBOT.1 Plan of Action.).

Deadline Date: October 2012

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: General Compliance Health and Safety

H&S.1 Growers shall comply with all local laws, regulations, and procedures concerning health and safety. In any cases where local laws and the Workplace Code of Conduct are contradictory, the higher standards will apply. The grower will possess all legally required permits.

Noncompliance

Explanation: Local law stipulates that employers are to provide training, personal protective equipment (PPE) and health checkups for workers who handle chemical pesticides. This is not completely followed. Not all workers involved in pesticide application are provided training on the safe handling of pesticides.

Sources: worker and grower interviews

Legal Reference: The Insecticides Act 1968

**Plan Of
Action:**

1. Syngenta will organize the safe chemical handling program for growers and workers.
2. Growers will be educated on using trained workers for pesticide application.
3. Syngenta to supply growers with information on the health and safety by distributing their GDK in training, which includes a list of do's and don'ts. (For a full list of GDK contents, see WBOT.1 Plan of Action.)

**Deadline
Date:** October 2012

**Action
Taken:**

**Plan
Complete:**

**Plan
Complete
Date:**

Health and Safety: Health and Safety Management System

H&S.4 The health and safety policy shall contain the framework for a comprehensive health and safety management system within which growers' responsibilities; workers' rights and duties; various responsibilities of designated personnel; procedures that enable workers to raise health and safety concerns; and procedures for reporting death, injury, illness, and other health and safety issues (for instance, near-miss accidents) are clearly and regularly tested and reviewed.

Noncompliance

Explanation: Policy does not clearly specify comprehensive health and safety management systems.

Sources: management interviews, record review

Plan Of Action: Comprehensive health and safety management system will be developed and tested in some pilot villages.

Deadline Date: October 2012

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Communication to Workers

H&S.5 The health and safety policy shall be communicated to all workers in the local language or language(s) spoken by workers if different from the local language.

Noncompliance

Explanation: Most workers have not received any communication in regards to company's health and safety policy.

Sources: worker interviews

Plan Of Action:

1. Worker representative will be educated on the company health and safety policy; once educated, he will, in turn, communicate the policy to the other workers.
2. In training, the GDK will be passed out to growers and includes a list of do's and don'ts regarding health and safety. Syngenta's Social Compliance Contract that growers are asked to sign (failing to comply results in termination of the agreement) covers training all workers. (For more information on the GDK and a full list of GDK contents, please see WBOT.1.)

Deadline Date: October 2012

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Access to Safety Equipment and First Aid

H&S.6 Company should ensure that growers and workers have access to safety equipment and first aid.

Noncompliance

Explanation: First aid boxes are not being maintained at farms.

Sources: grower and management interviews; record review

Plan Of Action: 1. Growers will be effectively trained in first aid and will be encouraged to keep first aid boxes on their own. First aid is covered in the GDK's Health and Safety Aspects for Workers and Growers, which includes a list of do's and don'ts. The GDK is covered and passed out in training. (For a full list of GDK contents, please see WBOT.1.)

2. Syngenta will supply and maintain 1 first aid box for farms located in close proximity and educate growers on how to utilize them.

Deadline Date: October 2012

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Personal Protective Equipment

H&S.7 All necessary personal protective equipment (PPE) (gloves, eye protection, respiratory protection, etc.) should be made available to relevant workers to prevent unsafe exposure (inhalation or contact with solvent vapors, dust, etc.) to health and safety hazards.

Noncompliance

Explanation: Company has not distributed PPE to all growers.

Sources: grower and management interviews; record review

Plan Of Action: Growers will make sure that workers have the necessary PPE (recommended by IRFT), which is locally available to prevent unsafe exposure. This will be reinforced during the preseason meetings. During the local stakeholder meeting, growers suggested for Syngenta to provide user-friendly PPE with cost contributions from growers. Syngenta will explore the possibility of covering all growers under the scheme. PPE is covered in the GDK, which will be passed out and covered during training. (For a full list of GDK contents, please see WBOT.1.)

Deadline Date: October 2012

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Chemical Management and Training

H&S.8 All chemicals and hazardous substances, farm produce, and raw materials should be properly labeled and stored. The grower shall not use any banned (either by national or international laws) pesticides, fertilizers, or any other agro chemicals on the farm. Grower shall ensure the safe disposal of waste chemicals; empty containers of chemicals; and packing materials. Grower/organizer/company will provide necessary training for workers in regard to handling agro chemicals (pesticides, fertilizers, and other hazardous substances), their application and PPE use.

Noncompliance

Explanation: Most of the growers and workers interviewed reported that they have not received any formal training on health and safety from the company.

Sources: grower and management interviews; record review

Plan Of Action:

1. Growers will be educated on using trained workers for pesticide application.
2. Syngenta will organize the health and safety training (including safe chemical handling, machinery maintenance and first aid trainings) for all growers.
3. During the local stakeholder consultation, the group recommended for the company to come up with a policy regarding empty container collection and disposal. Syngenta will explore possibility.

These issues are covered in the GDK, which is passed out and gone over in training. (For a full list of GDK contents, please see WBOT.1.)

**Deadline
Date:** October 2012

**Action
Taken:**

**Plan
Complete:**

**Plan
Complete
Date:**

Health and Safety: Machinery Maintenance and Worker Training

H&S.11 All production machinery, equipment, and tools shall be regularly maintained and properly guarded. Workers shall receive training in the proper use and safe operation of machinery, equipment, and tools they use.

Noncompliance

Explanation: Workers have not received any training on the proper use and safe operation of machinery and equipment.

Sources: worker and grower interviews

Plan Of Action: Syngenta will organize machinery maintenance training for all growers.

Deadline Date: October 2012

Action Taken:

Plan Complete:

Plan Complete Date:

Hours of Work: General Compliance Hours of Work

HOW.1 Growers shall comply with all local laws, regulations, and procedures concerning hours of work, public holidays, and leave.

Noncompliance

Explanation: The procedures and regulations concerning hours of work, public holidays and overtime compensation as per local law are not followed. Both workers and growers are not aware of local law.

Sources: worker and grower interviews

Plan Of Action: During local stakeholder consultation, it was noted that for most operations like sowing, weeding, and fertilizer application, workers are paid below actual minimum wage. But, when explored further, the number of hours (2 – 4 hours, with a maximum of 5) spent on these operations is relatively low. Hence, the group agreed to record hours of work for each operation to monitor both hours of work and wages and benefits for all cultivation practices. In training, Syngenta will pass out and go over the GDK, which covers information on local minimum wages and by signing the Social Compliance Contract, growers agree to comply with Syngenta's COC, which states that overtime must be paid correctly or else Syngenta will terminate the contract. (For a full list of GDK contents, please see WBOT.1.) GDK would support the monitors in recording the hours of work.

Deadline Date: October 2012

Action Taken:

Plan Complete:

Plan Complete Date:

Hours of Work: Rest Day

HOW.2 Workers shall be entitled to at least 1 day off in every 7-day period. In cases where workers have to work for several days without a day off due to the requirement of the production cycle, they can do so as far as they voluntarily agree to it.

Noncompliance

Explanation: Seasonal workers are not entitled to paid rest days or weekly days off.

Sources: worker and grower interviews

Plan Of Action: Syngenta will create awareness among growers (annual and seasonal) about rest days. This will be covered during grower training, where information regarding workers' hours and days off is passed out in the GDK. (For a full list of contents, please see WBOT.1.)

Deadline Date: October 2012

Action Taken:

Plan Complete:

Plan Complete Date:

Hours of Work: Public Holidays

HOW.6 Growers shall provide workers with all public holidays as required under local laws, regulations, and procedures.

Noncompliance

Explanation: Workers reported that some times they work during public holidays.

Sources: worker interviews

Plan Of Action: Syngenta will create awareness among growers and workers (annual and seasonal) about public holidays. This will be covered during grower training, where information regarding workers' hours and days off is passed out in the GDK. (For a full list of contents, please see WBOT.1.)

Deadline Date: October 2012

Action Taken:

Plan Complete:

Plan Complete Date: